

# Civilian Education System



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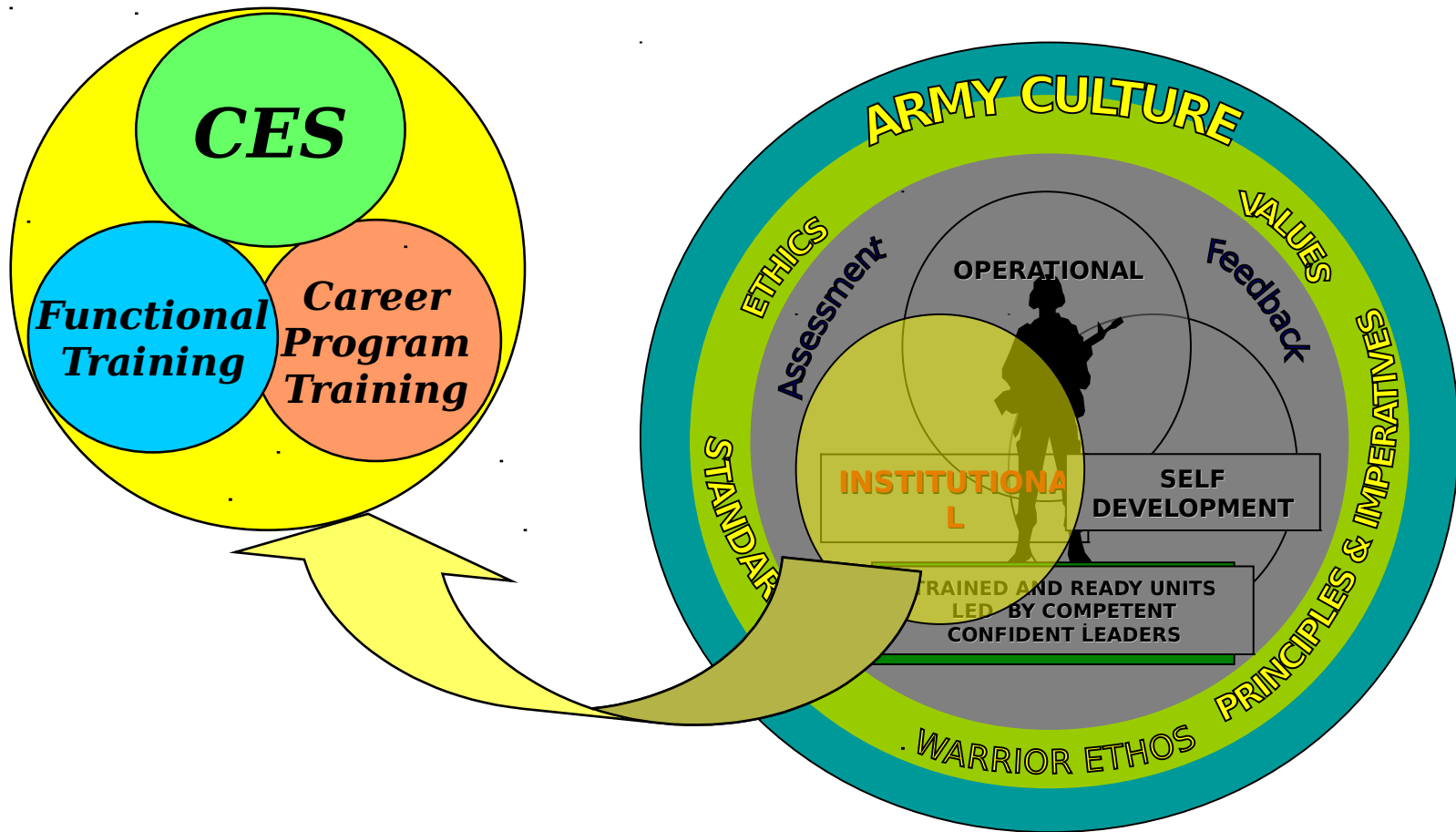
Civilian Education System Division  
DCSOPS&T Leader Development & Education

# Purpose

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- Provide an overview of the new Civilian Education System
- Provide information on how to apply

# ~~Army Training and Leader Development Model~~



# CES Background

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## **ATLDP Phase IV Civilian Study (Feb 03):**

- Identified civilian training as a high Army priority
- Recommended implementing a centralized Army Education System

## **ATLD-Civ Implementation Guidance (Nov 03):**

- Develop centralized Army Education System integrating uniformed/civilian programs where appropriate
- Identify civilian leader competencies supporting readiness through needs analysis
- Institute training opportunities to teach uniformed/civilian personnel how to supervise each other
- Increase training for interpersonal skills in civilian leader development programs

- Leader Development and Education Task Force (CSA focus area) validated ATLDP-Civ Study (Jul 04)
- CES Critical Task Selection Board identified civilian competencies/tasks for 4 levels of civilian leader education (Oct 04)
- CG TRADOC approved CES Concept Proposal for Leader Development and assigned the mission to CAC (Dec 04)
- TRADOC submitted a Concept Plan and resource estimate to DA G-3 (Feb 05)
- Accelerated development for Jan 07 implementation; currently piloting new CES courses
- DCSOPS&T, icw CHRA, revised three on-line courses

# Programs

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## *Civilian Education System*

- Intern Leadership Development Course (ILDC)
- Supervisory Development Course, Manager Development Course, Action Officer Development Course
- Foundation Course
- Basic Course
- Intermediate Course
- Advanced Course

# Course Summary

**Eligibility:** Supervisors,  
Aspiring Leaders,  
Military and other DoD  
employees



**Blended Delivery:**  
Distance Learning  
and Resident



## *Civilian Education System*



# Core Leader Development Course

## Foundation Course

## Basic Course

## Intermediate Course

## Advanced Course

DA Civilian who understands and appreciates Army values and customs; serves professionally as a member of the Department of the Army; acquires Foundation competencies for

### Structure of the US Army

### US Army Leadership & Doctrine

### Group Dynamics & Team Building

### Effective Communication

### Organizing Daily Activities

### Career Progression for DA Civilians

### Increasing Self-Awareness

### New employee DA Administrative Requirements

DA civilian who understands and applies basic leadership skills to effectively lead and care for small teams; applies effective communication skills to build a team; demonstrates internal and external awareness and directs team accordingly; develops and mentors subordinates

### Apply Leadership Skills

### Improve Self and Subordinates

### Manage Mission Accomplishment

### Comply with Applicable Laws

### Demonstrate Leader Attributes

DA civilian skilled in leading; managing human and financial resources; implementing change; directing program management and systems integration; displaying flexibility, resilience, and focus on mission

### Develop Leader Attributes

### Develop Management Skills

### Develop Improved Communication Skills

### Prepare an Organization for the Future

### Generate Mission Accomplishment

DA civilian skilled in leading a complex organization; managing human and financial resources; leading change; inspiring vision and creativity; directing program management and systems integration; displaying flexibility, resilience, and focus on mission.

### Lead people in a complex organization

### Lead a complex organization inspiring vision and creativity

### Lead change in a complex organization

# CLD Educational

## Progression

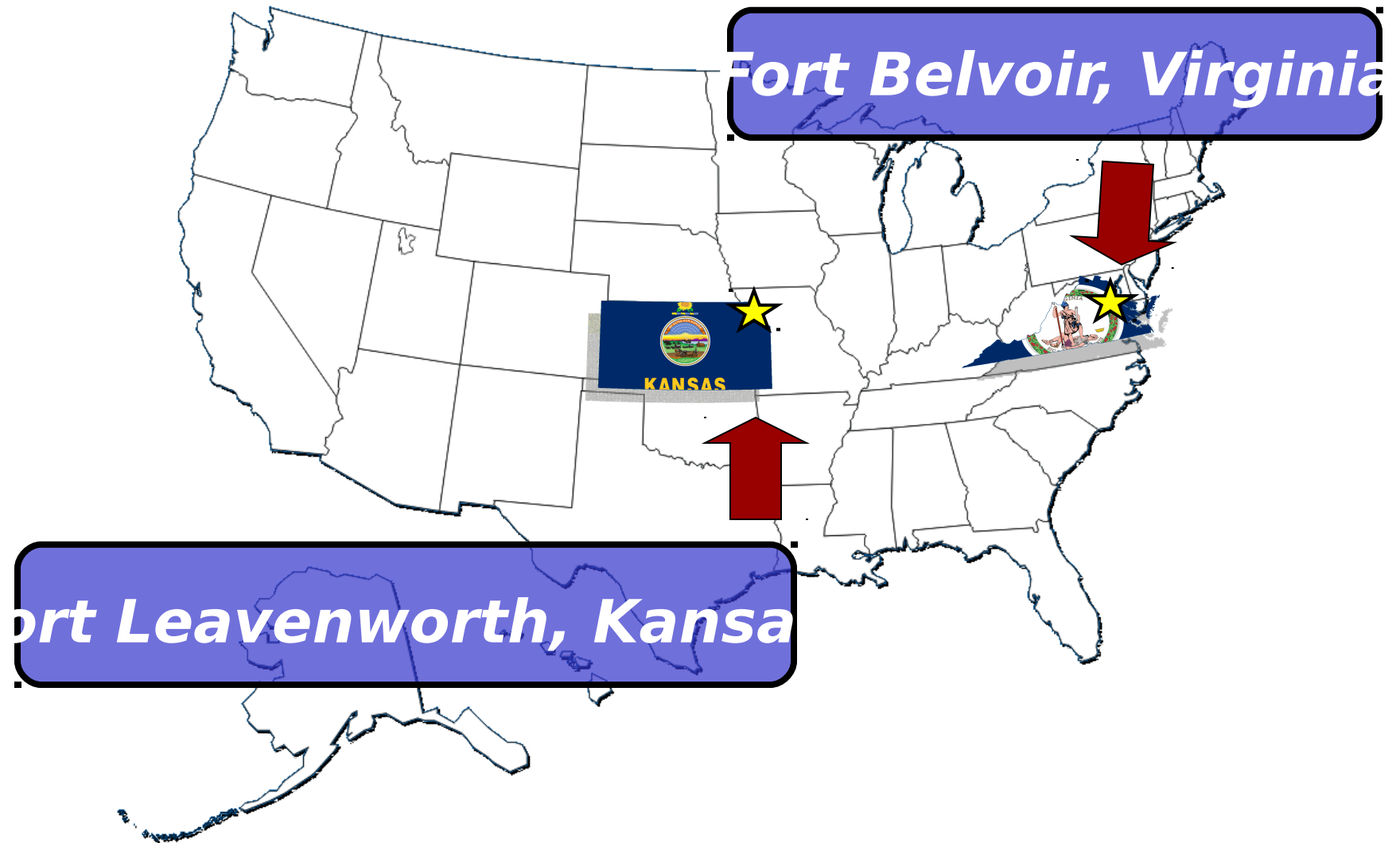
Pay Band 1		Pay Band 2		Pay Band 3	
GS-5/7/9	GS-11	GS-12	GS-13	GS-14	GS-15
				Senior Service School	
				DOD Defense Leadership & Management Program (DLAMP)	
				Continuing Education Course	
	2nd Line Supervisors		Advanced Course (AC) - dL & Resident		
			Manager Development Course (MDC)		
	Intermediate Course (IC) - dL & Resident		1st Line Supervisors		
Supervisory Development Course (SDC)					
Basic Course (BC) - dL &			Team leaders		
Action Officer Development Course (AODC)					
Communities of Practice Available at Each Level					
Foundation Course (FC) - dL For ALL New Army Civilians					

Pay Bands Based on Supervisory



# Campus Locations

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# Policy

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- Targets development of ***adaptive civilian leaders***
- Reinforces linkage to the Army Training & Leader Development Model
- Provides ***progressive and sequential*** education for all Army civilians
  - ***Required attendance*** for interns, team leaders, supervisors, and managers
  - Resident phases ***available to Army civilians*** on priority bases
  - Distributed learning phases available as ***self-development*** for all Army civilians
  - ***Course credit granted*** for legacy civilian leader development and military leader development courses
  - Visit AMSC web site – <http://www.amsc.belvoir.army.mil> – for ***additional policy information***

# Way Ahead

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- ✓ FY07 is Pilot Year for CES; we will...
  - refine courseware and policy,
  - measure effectiveness, and
  - implement needed changes
- ✓ Develop management structure; enroll, track, and forecast
- ✓ Support AL21 & CES STRATCOMs

# **CES Registration**

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**Visit the AMSC Home Page at**  
**<http://www.amsc.belvoir.army.mil>**

**Click on the “Civilian Education System” tab at the top**

**Click on the “Apply Now” button next to the course of your choice**

**To apply, click on “Log in” or “Create a New Account”**

# Registration Information

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**For Fort Belvoir, contact  
Ms. Angela Williams, Registrar  
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[registrar@amsc.belvoir.army.mil](mailto:registrar@amsc.belvoir.army.mil)**

**For Fort Leavenworth, contact  
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(913) 758-3506, DSN 585-3506  
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**Questions?**